

JUNE, 1929

*Official Magazine*  
**INTERNATIONAL BROTHERHOOD  
TEAMSTERS - CHAUFFEURS  
STABLEMEN & HELPERS  
of AMERICA**





---

**E**ACH LOCAL UNION should have in its possession sufficient copies of the Constitution so that each man, when initiated, and many of the men who have been members for years, could be given a copy, once in a while. I find there is existing among our membership a thorough condition of ignorance pertaining to our laws. This condition is dangerous because it brings about serious misunderstandings between the local union and its members and between the membership and the International organization.

Most all progressive and successful fraternal organizations, and nearly every International Union that I know of, hand a copy of their Constitution to each newly-initiated member. If the local union feels unable to supply copies of the Constitution to its membership, gratis, the sum of five cents should be charged for same, especially to those men who have been members for some time. Yes, each member should have a copy of the Constitution and a copy should be handed, free of charge, to the man just initiated into the union.



**O**NE OF the reasons why our unions in some places are not successful is because the individual member and the officers do not take to heart sufficiently the seriousness of the Labor Movement; the opportunity for doing good and bettering living conditions; more especially the democracy and freedom of thought expounded continually by the trade union movement; the disestablishment of racial and religious bigotries and prejudices, because the hall—the meeting place of the union is kind of “no man’s land,” where the principles of justice, equality and righteousness are advocated, all believing in the doctrine of “All for one and one for all.”



**T**HERE IS NOT any harm in speaking to a non-union man and asking him why he is not a member of the union. Always feel you are doing the fellow a favor, even though he may answer you back in an impudent, grouchy manner. Remember that his answer to you is due to the fact that the fellow does not have any idea of the injury he is doing himself and his fellow workers by staying out of the union. In other words, he is more to be pitied than scorned for his ignorance. Always remember there is more joy at the conversion of one non-union man than there is over the fluent expressions of those who have been in the union for a number of years but who have never done very much to increase the membership.



**I**N ALL AGES there have been men who have had to be pulled along by their fellow men. We have the same kind of men with us today in the union; fellows who are willing to take all they can get and in return give as little as they possibly can, leaving the work to the other brother to perform. But we must be up and doing, even though it is disagreeable and unpleasant. We must carry on just the same with the slacker who never attends a meeting, who never does anything and who does not know the difference between a non-union and a union man, and who fraternizes with non-union men whenever an opportunity presents itself.

---



—[OFFICIAL MAGAZINE]—

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS STABLEMEN AND HELPERS

Vol. XXVI

JUNE, 1929

Number 7

Office of Publication  
222 E. Michigan Street.....Indianapolis, Ind.  
Daniel J. Tobin, Editor

Entered as second-class matter, February 23, 1906,  
at the postoffice at Indianapolis, Ind., under the  
Act of Congress of March 3, 1879.

Acceptance for mailing at special rate of postage  
provided for in Section 1103, Act of October 3, 1917,  
authorized on July 8, 1918.

## SUBSCRIPTION RATES

Per Annum.....\$2.00 | Single Copies 20 Cents  
(All Orders Payable in Advance)

Correspondents writing matter for the Magazine  
should write on one side of paper only and sepa-  
rate from all other business. Address all com-  
munications to International Brotherhood of  
Teamsters, Chauffeurs, Stablemen and Helpers,  
Daniel J. Tobin, President and Editor, Room 303,  
222 E. Michigan St., Indianapolis, Ind.

Published monthly by the International Brother-  
hood of Teamsters, Chauffeurs, Stablemen and  
Helpers, under the supervision of the General  
Executive Board.

## GENERAL EXECUTIVE BOARD

General President, DANIEL J. TOBIN, 222 E.  
Michigan St., Indianapolis, Ind.  
General Secretary-Treasurer, THOMAS L.  
HUGHES, 222 E. Michigan St., Indianapolis, Ind.  
First Vice-President, MICHAEL J. CASHAL, 230  
16th St., West New York, N. J.  
Second Vice-President, MICHAEL CASEY, 295  
Sanchez St., San Francisco, Cal.  
Third Vice-President, PATRICK BERRELL, 220  
S. Ashland Blvd., Chicago, Ill.  
Fourth Vice-President, JOHN GEARY, 1003 Beech  
St., St. Paul, Minn.  
Fifth Vice-President, JOHN F. ENGLISH, 1334  
Tremont St., Roxbury, Mass.  
Sixth Vice-President, D. J. MURPHY, 3546 Page  
Blvd., St. Louis, Mo.  
Seventh Vice-President, WILLIAM F. HART, 291  
Monmouth St., Jersey City, N. J.  
General Auditor, GEORGE KIDD, 220 S. Ashland  
Blvd., Chicago, Ill.

## TRUSTEES

NATHANIEL J. LANNAN, 302 Park St., Dor-  
chester, Mass.  
MILTON DOLL, 217 W. 12th St., Cincinnati, Ohio.  
JERRY DONOVAN, 220 S. Ashland Blvd., Chi-  
cago, Ill.

## Dr. B. Franklin Royer Addresses Central Trades and Labor Council of New York

New York City.—Physical exhaus-  
tion entirely disproportionate to the  
amount of energy expended is often  
caused by eye strain, said Dr. B.  
Franklin Royer, medical director of  
the National Society for the Preven-  
tion of Blindness, in an address here  
recently before the Central Trades  
and Labor Council of Greater New  
York and Vicinity in Beethoven Hall,  
210 East Fifth Street. And in many  
cases, Dr. Royer suggests, your loss  
of temper could be traced to defective  
vision.

"The medical profession has long  
known that irritability and at times  
irascibility in workmen may often be  
directly traced to easily-corrected eye  
defects," Dr. Royer said, "and that  
workmen frequently suffer bodily fa-  
tigue out of all proportion to the  
amount of physical labor performed  
in a given period of time simply be-  
cause delicate muscles of the eye are  
kept under constant tension in hold-  
ing the eye adjusted for long, heavy  
loads of close work.

"When a foreman disciplines an in-  
dividual who has a tendency to glance  
over at his neighbor's work and the  
habit of engaging his neighbors in  
conversation, probably the physio-  
logical urge for eye rest was much  
stronger in prompting this distraction  
than was the desire for any other  
physical relief from the job. With



workers, as with school children, difficulty in holding to the job, if close vision is required, is an almost certain indication that the continuous muscular effort required to adjust the eye, and to focus it properly for the work at hand, is more than the eye can undergo without showing fatigue somewhere in the body, and often remote from the eye itself.

"Some of us are fooling ourselves when we do not connect serious bodily fatigue and irritability toward the end of the day, and still greater fatigue and irritability toward the end of the week, with the eye that has actually shown no pain during all that period. Many a workman having just such daily and weekly manifestations of increasing fatigue may have his symptoms disappear by wisely applying present-day medical knowledge of the cause, have the fault corrected, and still keep at the same job and the same kind of work, with the fatigue and discomfort rapidly disappearing.

"In some instances, the workman may be facing a glaring light, such as the naked filament of an electric lamp, or be directly facing a window, the glare from which irritates his retina until it makes him almost as mad as the animal in the bull ring when the red flag is flung in front of it. A rearrangement of the lights by hanging the fixture at a different level, or by shading it, or changing the position of the individual facing the glare in his work, may remove the cause of the irritation and enable the worker to pursue his job comfortably.

"Recklessness and persistence in the use of the eyes, either under the faulty lighting conditions indicated or when the eyes are sufficiently off normal, gravely imperils the individual's vision. The organ of vision is a most delicate structure, and the vision once lowered, from a number of different causes, can rarely be restored.

"In these modern days, we put the eyes to tasks calling for the greatest of concentration over long periods of time, without ever planning for relief or brief intervals of eye rest. Many men and women work practically all day long without eye rest, save for those tiny intervals of time when the front of the eye is covered with the lids while blinking. Other workers may borrow a few minutes' eye rest by looking up occasionally from their work.

"Many eyes, which, if used out of doors at ordinary occupations not requiring great acuity of vision, would have carried the burden without reflecting symptoms along the nerve trunks to other important organs of the body, are unable to stand the hour by hour close vision work required in the manufacturing plant without showing strain."

Dr. Royer's address is part of a nation-wide educational campaign for the prevention of blindness among industrial workers and among their families undertaken jointly by the American Federation of Labor and the National Society for the Prevention of Blindness.

### ***Chain Store Methods Invade Taxi Field***

New York.—Chain store methods have invaded the taxicab transportation field. This became evident today with announcement by the Parmalee Transportation Company that it would acquire a chain of transportation companies in various large cities.

By this grouping, executives of the company say that it will become the largest operator of taxicabs in the world under one management. The Parmalee Transportation Company recently acquired the Parmalee Transfer Company of Chicago and the Yellow Taxi Corporation of New York and a substantial interest in the Chicago Yellow Cab Company.



It is estimated that other cities to be joined in the proposed chain will shortly bring the number of vehicles under control of this company to 10,000 or over, with approximately 30,000 operating employees.

The margin of profit in the operation of taxicabs has always been low and with the increase of competition it has reached a point, at least in New York and Chicago.

Ed.—They pay drivers on a commission basis. A pretty low commission, at that. If the driver works or gets a job he eats, otherwise he fasts.

### *National Tax on Drivers*

On the first day of the special session of congress, Representative Holaday, Republican, of Illinois, introduced a bill providing that the federal government construct a national network of hard roads, at a cost of five billion dollars. The five billion dollars would be collected from owners of automotive vehicles, partly through a federal license fee, and partly through a federal tax on gasoline.

If the bill in its major outlines is decidedly interesting, some of its comparatively minor provisions are not less so. The bill would impose upon the federal government, our central government at Washington, the duty of coming to the outskirts of New York, Boston, Baltimore, Pittsburgh, Philadelphia, Chicago, Milwaukee, Cleveland, Denver, Seattle, Oakland, New Orleans, Newark, Jersey City, Rochester, and every other sizable city, and there providing at least a specified number of roads of a specified width.

The bill also seems to contemplate a national highway system as having some essential relation to the political structure of the country; the routes of the system would connect the capitals and the principal cities of every state with Washington. Why should concern be expressed for the capitals? Why should

Springfield, Ill., be favored above Peoria, Ill., or Lansing, Mich., above Grand Rapids, Mich., or Madison, Wis., above Oshkosh, Wis.? And why should the national capital, Washington, be favored above Baltimore or Pittsburgh, each of which is much more populous and much more important economically? — Chicago Journal of Commerce.

### *Employee Stock Ownership a Delusion*

Many have been the schemes to keep employees so satisfied that they will abandon anything in the nature of collective action, particularly trade union collective action. One of the plans to accomplish this purpose has been employee stock ownership.

Interesting little stories appear in the press concerning the large number of stockowner employees in some of the corporations. Some of these stories are so alluring that the unthinking talk about the eventual ownership of all of the stock by the employees.

As a rule, where employee stock ownership has been applied, the employer's purpose was not that employees should hold sufficient stock to have any voice whatsoever in the management, terms of employment, and conditions of labor, but that a little stock should be fed to them as a pacifier; something which would tie them to their jobs.

Several studies which have been made of employee stock ownership plans indicate that the workers' total wage, coupled with the dividends he receives from his stock, amounts to much less than the worker would have received under trade union conditions. Thirty or forty thousand shares of stock in a corporation with millions of shares is an immaterial factor so far as the corporation's labor policy is concerned.

One large corporation having a



stock ownership plan installed largely for the purpose of preventing the growth of trade unionism, seemingly places a limit of about two per cent of the total shares of stock as the amount which employees will be permitted to hold. A two per cent solution is no solution at all of the principal industrial problems which affect the workmen of this or any other corporation.

Some corporations have been able to enforce material reductions in wages upon employees after employee stock ownership has been put into operation. We are informed that in 1920 the union machinists, some three hundred in number, employed by the R. J. Reynolds Tobacco Company, were receiving a wage of ninety cents per hour for an eight-hour day. Some time after 1920 the R. J. Reynolds Tobacco Company desired to run its machine shop non-union and also hold its employees in machine shops so that the labor turnover would not be too great. One of the methods used was to establish employee stock ownership. We are informed that under this beneficial plan by which the non-union machinists have become partners in the business than a ten-hour day has been established and the hourly rate fixed at forty-five cents per hour, exactly one-half of what it was in 1920.

Employee stock ownership may solve some of the employer's labor problems temporarily, but if the evidence which has been accumulating during recent years is of any value, it proved unquestionably that employee stock ownership solves none of the wage-earners' industrial problems.—Metal Trades Bulletin.

### *Group Insurance*

New York.—Announcement was made today by the Metropolitan Life Insurance Company, through President Frederick H. Ecker, that the largest co-operative group life insur-

ance policy underwritten in the United States this year has been issued to Sinclair Consolidated Oil Corporation, on terms that will make the contract the biggest of its kind in force among any of the great oil companies.

When the insurance became effective, May 1, it is estimated at least 10,000 employees of Sinclair Oil and its subsidiaries had availed themselves voluntarily of privileges offered under the co-operative insurance program, and that total coverage will be about \$25,000,000.

Adoption of the group insurance program is in line with the policy of co-operation which the Sinclair company has promoted among employees.

"Group insurance is one of the important developments of the co-operative spirit in industry that has come to the fore to such a marked degree during the past few years," said President Ecker, commenting on Sinclair contract underwritten by his company.

### *Chain Store System on Illinois Farms*

Chicago.—Banks and insurance companies that own mortgaged farms are applying the mass production system on this land.

The "chain farm" scheme is used on thirty-two farms totaling 7,500 acres in this state. Each farm is operated by a tenant under the direction of a general superintendent.

It was found that where an average farm in the district formerly produced forty bushels of corn to the acre at a cost of \$26, "chain farm" methods resulted in seventy bushels at a cost of \$29.

The scheme will result in greater output, but it will make tenants of farmers, who will work under the system now applied in steel mills and retail "chain stores."

The Chicago Tribune declares that the "chain farm" is a certainty, but



unless it is operated by farmers themselves the system will prove "socially unwholesome."

"We will sooner or later have to face and answer the question whether the small independent farmer is the size of productive unit and the form of productive organization best adapted to the new conditions of agriculture," said Virgil Jordan, chief economist of the National Industrial Conference Board, representing a score of employers' organizations.

### ***5 Days for Workers; 6 Days for Machine***

Detroit.—The Ford Motor Company will continue the five-day week, but will operate on the six-day basis. An additional 30,000 employees will be needed under the new plan.

The above is a summary of an official statement issued by the company. The new system means six days for the machine and five days for the employee.

The company will assign six men to five jobs to provide for two rest days for each employee. The five-day week has been in operation since 1926.

Welfare workers in this city join with the company in warning outside workers that local unemployed can meet all requirements.—News Letter.

### ***Business Men May "Rock the Boat" If They Permit Excess Production***

New York.—While workers are urged to work harder and produce more, the *Annalist* warns business men of dangers that will follow too much output. This authoritative financial journal is circulated in business circles.

"The cheerful conditions of the moment," says the *Annalist*, "are due to an approximate rough balance among producers who have in the aggregate a capacity to swamp all

markets with a deluge of goods; and a continuance of the present appearance of comparative safety on the trade and production side rests on the hope that nobody will try to rock the boat by producing too much.

"It seems unavoidable that the automobile industry should rock the boat very early in 1929. How far the consequences of such imprudence might spread is a question that one might prefer not to have answered in the near future, while bank credit is grievously inflated and major sources of credit are largely at the mercy of corporate exigencies."—News Letter.

### ***Inefficient Efficiency***

Waste in industry has received much consideration since production engineers entered the industrial field. As a result of the work they accomplished, which was assisted by the entire group of engineers, including the chemical and hydraulic, much waste material has been saved. Many millions of dollars have been recovered from what was formerly waste material. Valuable articles are now being produced from material which a few years ago was refuse. Valuable by-products are secured from material which a few years ago was an expense for the labor required hauling it to the dumps.

A goodly portion of the wealth produced by industry today comes from materials which were formerly waste. All of this is beneficial to the community. It is praiseworthy; it is an evidence of the great value which science has been to industry.

Hand in hand with this scientifically conceived program to eliminate all unnecessary waste, has developed another policy which is scientifically unsound; the elimination from industry of wage earners who are capable of many more years of productive labor.

The introduction of all of the methods connected with mass production has led large numbers of employ-



ers to lay off employees when they reach middle life. A dead line has seemingly been established for the hiring of new men which is between forty and forty-five years. Old men may not be able to keep up with the gang and the belt conveyors. Older men may not have the quick muscular resilience of younger men. Men must be capable of keeping up with the highest speed at which machines can operate.

Not only is there something most inhuman and unsocial in the results which follow any such policy relative to employment, but there is also something which is thoroughly unscientific. To eliminate all waste in materials; to save every particle of metal, wood, cloth, chemicals, and other materials which were formerly waste and turn them to practical service while at the same time throwing away the productive capacity of hundreds of thousands of middle aged workmen, is the very antithesis of scientific methods in industry. In many respects the middle aged semi-skilled and skilled workman is more valuable at middle age than at any other period of his life. What may have been lost in muscular resiliency has been more than made up by acquired knowledge and skill.

The scientifically trained minds who have done so much to eliminate waste in industry cannot escape their responsibility if they fail to call attention to the greatest waste of all which is taking place—the elimination of the middle aged workmen.

If industry, to function efficiently, must eliminate workmen when they have reached middle age, then industry will be unable to escape the demand which will be made upon it to help solve the problem of what will be done with the middle-aged workman who, because of his age, is unable to secure employment.

In some savage countries we are told that when members of the tribe become too old to hunt, their relatives

send them on their way to Paradise, but this method will not be permitted to operate in civilized countries. Industries which began by emptying orphan asylums so that children would have an opportunity of earning an "honest" living are now seemingly of the opinion that middle-aged men must be eliminated; they must be forced to retire upon the fortunes they have saved while employed by our prosperous American industries. —Metal Trades Bulletin.

### *Injunction Judge Makes Own Law*

A Portland (Ore.) judge restrained the sale of the Oregon Labor Press because that labor paper carried a first-page headline that a restaurant owner compels employees to work seven days a week.

The statement was not denied, but the court held this information injures business.


This decision is in contrast to a recent ruling by the Federal Court of Appeals, sixth circuit, in reversing a decision by the Federal Trade Commission that a business firm can not announce that a competitor filed a bankruptcy petition.

The Federal Trade Commission rules that this information was "unfair competition." In setting aside this decision, the Court of Appeals said:


"It was true, and we know of no standard of practice which forbids one from telling the truth—even about a competitor."—News Letter.

Installment buying is a makeshift. Prosperity can only be maintained by maintaining the fullest volume of employment at the highest rate of wages. Only human beings buy. Horsepower has no purchasing power. An electric truck has no cost of living, at least no family to support.—Ethelbert Stewart, Commissioner of Labor Statistics, Department of Labor.





# EDITORIAL



[By Daniel J. Tobin]

DURING the Democratic national convention last year quite an argument arose at the committee meeting over the prohibition plank, during which Senator Tydings of Maryland and Senator Glass of Virginia became tangled up, hurling the lie at each other and rushing at one another as though determined to use their fists, in other words, acting like a couple of rowdies. But, of course, that was all right for a couple of senators of the United States. If it took place between a couple of union men at a union meeting the papers would be filled with an account of the awful slugging tactics employed by unions.

According to reports in newspapers the argument between the two senators started over the question of prohibition and President Wilson's position on the question when he was President of the United States. Senator Tydings claims—and records prove the correctness of his claim—that Mr. Wilson vetoed the prohibition bill. Josephus Daniels, who was secretary of the navy during the Wilson administration and a southern dry Democrat, denied the statement made by Senator Tydings, claiming he knew Mr. Wilson was in favor of prohibition and approved the eighteenth amendment and the Volstead act, although for certain special reasons he vetoed the prohibition bill. A Methodist bishop, whose name is Cannon, was presenting the argument for a law enforcement dry plank and made statements against the state of Maryland for its failure to enforce the eighteenth amendment or enact legislation which would help enforce the prohibition law. These statements Senator Tydings objected to and said that the bishop's statements were false and it was then that Senator Glass got into the argument, defending the bishop, but was prevented from striking blows, as they rushed towards one another, by other members of the committee.

It is strange the number of things they are now trying to use President Wilson for, each claiming to be his friend. Whether or not, in private, President Wilson believed in the prohibition law, I am unable to say, but I do know, and the records show, he vetoed the bill. However, he also vetoed the immigration bill. I know very well that President Wilson favored the immigration bill, but for certain reasons of his own, understood by some persons close to affairs in Washington, he vetoed the bill.

It does not seem reasonable to me to believe that President Wilson wanted prohibition, for in his first election he was backed up solidly by the German vote of the United States, and Herman Ritter, owner and editor of a German newspaper in New York, with the largest circulation of any German newspaper in the United States, was the largest individual contributor to the Wilson campaign fund in 1912, donating the sum of \$100,000. Ritter was a "wet" representing all the wet Germans in America—and there are very few of them dry. Mr. Ritter has since passed away.

Everyone who knew President Wilson realized he was an American of the highest type and was perhaps the most sympathetic President towards Labor that we have had in a century, with none to compare in any way with him except the much loved and martyred Lincoln. Being an American of the highest type, understanding the sufferings of the



laboring class, realizing the seriousness of the employment problem and fully understanding the class of low-grade immigrants coming into our country by the hundreds of thousands from the slums of Europe, makes it very hard for the ordinary member of a union to understand why President Wilson vetoed the immigration bill. He did it just the same, and some of us, at least, have a faint idea as to why he did so.

The Jewish people of this country are very strongly organized for Jewish protection and were strongly opposed to the immigration bill, claiming it would prevent their poor, downtrodden people from coming to this country from countries in Europe where they were being persecuted.

The second largest contributor to the Wilson campaign in 1912 was Barney Baruch, a Wall Street stock broker who is worth millions, a splendid character and fine type of an American, two or three generations of his family having been born in this country, but, Barney believed in his own people, and believed in serving them as do nearly all high-grade Hebrews, and the influence of those powerful Hebrews with President Wilson was considerable and even greater than the influence of the American Federation of Labor in its advocacy for the immigration bill.

Of course there were other influences brought to bear against the immigration bill that was being pushed by Labor and its friends. The large employers of the country were opposed to it as were many Catholic societies on the eastern coast. Wilson, however, as a rule, was not dictated to much by employers' organizations where conditions for the workers were involved. It is believed by some of us, at least, that President Wilson, while he vetoed the immigration bill, hated to do so, but that some powerful influence or some promise made before the election, to certain interests, had something to do with the veto.

His vetoing the prohibition amendment, as claimed by Senator Tydings, may have been spontaneous and free on his part, or it may have been done reluctantly, because of some convincing influence against prohibition, but, let it be said, at any rate, that Wilson signed more bills in favor of Labor and the freedom of American citizenship, in my judgment, than any President before or since, always excepting Washington and Lincoln.



**A**BOUT A YEAR from now you will be electing delegates to attend our convention which will be held in the city of Cincinnati in the fall of 1930. Perhaps this is a little too early to begin to talk about the convention, but in view of the fact that many of our local unions are never represented at a convention, I feel it my duty to advise you to begin now to make preparations towards providing for having every local union chartered by the International organization represented at this coming convention. Some local unions are like some people; they just barely struggle along financially, from hand to mouth, year after year. This article is written principally for their information and advice. It is written in the hope that local unions that find it impossible to educate their members as to the necessity of establishing reasonably high dues—which should not be less than \$2.00 per month—will begin now to levy an assessment each month of, say, twenty-five cents a member, and set it aside in a special fund to be used in having proper representation in our convention. As a matter of fact, every local union is duly bound to have a representative in the



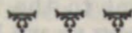
convention and every local union should have its full representation in the convention.

Let me here impress upon your minds, if I can, the importance of the convention. At our conventions election of officers takes place and those officers remain in office for a period of five years, or until the next convention. Of course, it may be possible that the period of the convention may be reduced to three or four years, or the convention has the power to increase the term beyond five years, but I hope this latter proceeding will not take place. In addition, the revenue to be obtained by the International, such as the establishment of per capita tax and the like, is taken up and adopted by the convention. The next convention, in my judgment, will be one of the most important to the International Union, because at that convention we cannot go along as we have been going along for years past. We cannot do business as we ought to do it without establishing other satisfactory benefits within the International Union. There should be, in my opinion, not only a mortuary benefit established, but there should be some provision made to take care of men that have grown old and that are being cast on the junk pile and that have been holding membership in the International Union for a period of twenty or twenty-five years. Unions and union officials are selfish unless they carry out the fundamental purposes for which they were created; and that is to help one another, to raise the standard of living of each and every one of their members and their families, and to protect us against the adversities of life and the continual changing of industry which in recent years is making men old long before their time. The success or the non-success of a union depends very largely upon the officers elected to guide the destinies of the union. One wrongdoer or evil, selfish individual within the executive board of a local union, while he cannot control, if he is aggressive and of the dangerous, unscrupulous type, can cause a lot of trouble for the union and can prevent its progress and somewhat destroy its accomplishments. Local executive boards and the International executive board should be composed of the highest type of membership possible to obtain—men of understanding, of character, with brains and diplomacy and men especially who can trust each other implicitly as to the confidences and conferences necessary to carry on successfully the work of the organization. I can truthfully say that the useless, lifeless and destructive conditions in both local unions and Internationals are usually brought about by incompetent, dishonest, willful or ignorant leadership or officers. It is so important that our unions select their best men, and that all unions select someone to be represented at the next convention that I am at this early time appealing to the local unions throughout the country to make provision now for having delegates at our convention in Cincinnati next year.

The International Union should be—as it was intended and as it is now—the parent body directing the forces and guiding the destinies of our local unions. Local autonomy should only be given in the measure in which it is beneficial to them. The International Union should always have the power to protect the members against themselves or against officers who do not properly conduct the affairs of a local union. All of those matters should be given the greatest attention in the coming convention because our national union is growing in importance, growing numerically and financially, and is becoming an institution that can either be of great benefit in the future to our membership, or if misguided and not properly governed or if not given the proper authority and power, can



be the ruin of the affiliated organizations. It is more important to your membership and to you, my readers, that you guard well the institution that you have helped to build up now than it ever was in the history of our movement. There is great need of caution and of clearer thinking in guiding the destinies of this institution of ours than there ever was in the history of our movement, because there are greater enemies and more dangers surrounding us than at any time in our history. Therefore, begin now to prepare to be represented at the next convention by the creation of a convention fund so that each and every one of our local unions, no matter how small or how big, will be represented and will help to make laws to govern us during the period between conventions.



ON MAY 4TH I attended the banquet of the Joint Council in the city of Chicago. It was held in the ballroom of the Stevens Hotel, facing Michigan Avenue, and without a doubt it was one of the most gorgeous and splendid affairs that was ever held by an organization of Labor in that great industrial city. There were close to eight hundred guests seated at the banquet. Music and entertainment was provided between the courses and the dinner was everything that could be desired. There were delegates from New York, New Jersey, Cincinnati, Minneapolis and other places. Local Union No. 641, Jersey City, sent ten of its members to the banquet. It is needless to say that the information received, the contacts made, the exchange of opinions obtaining as a result of the visit of those delegates to the city of Chicago will have a substantial, beneficial result.

Some of our unions in the city of Chicago own their own buildings and those buildings are establishments that do credit to the officers and membership.

The committee in charge of the banquet did everything possible to make the visiting delegates happy. All delegates were taken to the ball games on Saturday and Sunday and the New York delegates enjoyed seeing their team, the Yankees, with Babe Ruth making a home run on both occasions, defeat the White Sox in each game. This arrangement of affairs, including the home run, undoubtedly was especially arranged for the benefit of the New York and New Jersey delegates. After the ball was over in the Stevens Hotel at about two o'clock in the morning another entertainment was held at the headquarters of the union, 220 South Ashland Avenue. The writer was unable to attend this entertainment, but from all accounts received next day it was everything and more than everything that could be expected. I wish it was possible for me to have space enough and assurance that I was complying with every rule of the post-office authorities so that I could give some description of the wonderful entertainment held at 220 South Ashland Avenue as detailed to me by some of the out-of-town delegates who attended. Suffice it to say that next day, Sunday, each and every one of the visiting delegates and most of the Chicago men who were able to send their wives home so that they might attend the entertainment, were overjoyed with the evening's—or, better, the early morning—festivities at 220.

Brother Goudie, president of the council, who is also secretary-treasurer of the Tea and Coffee Drivers of Chicago, handled the gavel at the opening of the banquet in the Stevens Hotel and after a few preliminary remarks of welcome he resigned the gavel to Brother Jerry Donovan, who



was chairman of the committee on arrangements and who acted as toast-master during the rest of the evening.

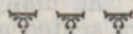
One of the most unique affairs that I have witnessed up to now in all my experiences at banquets took place on that evening. A moving picture of the guests at the table was taken by a moving picture machine and with the aid of powerful lights, and in fifteen or twenty minutes afterwards the picture of the guests at each table was thrown on the screen in view of the entire gathering. In addition to this, the council had taken pictures of the headquarters of the many unions, of the president and secretary-treasurer of the council seated at their desks interviewing representatives of the many other unions, of the local officers leaving in their cars on a mission connected with the work of the several organizations, as well as showing the development from the old horse-drawn hack or carriage to the present up-to-date, fast-moving, closed-in automobiles, and many other features which demonstrated the development and the advancement made in this branch of industry within the last twenty-five years. All of this was thrown on the screen and to the enjoyment and surprise and wonderment of the seated guests. In addition, there were thrown on the screen the pictures as they appeared in life of the past president of the council, the late loved, venerated William A. Neer, the picture of George W. Briggs and of John Clay. A solemn session of sorrow was held by all assembled standing bowed in silence in honor of those men who had rendered service, who were active and helpful in our movement for many years and who had passed away within the last two or three years and left us to carry on the work in which they were engaged.

The whole splendid affair was beautiful, helpful, educational and deeply appreciated by those that participated. Among the invited guests outside our own officers and members were one or two judges of the city of Chicago, some other friends of the local movement there, also John Walker, representing the State Federation of Labor; Miss Reed, representing the state industrial board, who delivered a splendid address; Thomas Malloy of the Moving Picture Operators of Chicago, also an International officer, and several other guests, friends of the local movement and the International movement, all of whom were delighted at the evening's entertainment. There were beautiful expensive pocketbooks with names engraved thereon passed out as souvenirs to the male guests, and beautiful silk pillow dolls given to the ladies. It undoubtedly cost the Joint Council considerable, but in the city of Chicago they pay for those things not grudgingly but generously. It is the one occasion in which there is a full attendance of the families of the officers and delegates to the Joint Council, and I am satisfied that the judgment of the men running the Joint Council in Chicago is such that it would not repeat those expensive entertainments unless they were satisfied that substantial results were gained from the expenditure.

The one impressive feature of the whole thing, the one thing that struck me more than anything else, was the appearance of our people—the intelligence of the men and the beautiful ladies and the manner in which they were dressed. When I look back in my mind's eye over the period of twenty-two years in which I have been President and remember what conditions prevailed amongst us then, and when I see what our unions have done, as evidenced by the well-behaved men and women and children, to me it was a lesson not to be easily forgotten and an added proof of the wonderful accomplishment of our trade union movement.



In all this gathering of seven or eight hundred people on Saturday night and running until two o'clock in the morning, not a sign of intoxicating liquor was seen in any person present. Not a drink of liquor of any kind was on the table and there were none present who desired it, from my observation. If there is any other institution in America that could duplicate for cleanliness and decency and honor and for goodwill the banquet held on that evening, I would like to know who they are and what they are, because I do not believe there is such an institution.



I WANT YOU MEMBERS to look at the back outside cover of the Journal and there you will see as our emblems, our cuff-links and our watch charms. Of course you know we also carry dress buttons. Now then, I use cuff-links and those are the most serviceable cuff-links that one can buy. They are made of first-class metal that will not tarnish and they are made in every part of them by union men. Everyone needs them. Our members, of course, are the only ones that are supposed to wear them. They are sold for \$1.00 a pair and I say to you in all honesty that they cannot be replaced or duplicated in any store in America for that price, considering the quality of the material and the workmanship. We, the International Union, make a very little profit on them—perhaps about one and a half cents per pair—enough to carry the postage. The main benefit we obtain is the advertising of our emblem. We buy them in large quantities so that we obtain them cheaper than even a gent's furnishing store could purchase cuff-links. Why don't you send in, through your secretary-treasurer, for a pair of these cuff-links for \$1.00? They will last for two or three years, you are wearing your own emblem, and it is some help to the International Union.

The watch charms for \$1.50 each are made in such a manner with our emblem that the same quality of metal made by non-union labor and without our emblem is selling for a price of from \$3.00 to \$5.00. Those, of course, that like to wear watch charms should have one of those. If the wives of our members are giving gifts to their husbands, they are a splendid gift to give. They are made by and turned out in every way by union help and they bear the emblem which we all love—that of our International Union.

Pay a little attention to these things and render whatever help you can, not from the standpoint of making money for the International Union, but from the standpoint of wearing those emblems for the purpose of advertising, and help in that way to spread the doctrine and principles of the International Union to which you belong. In addition, let me again repeat, that you are getting value that cannot be duplicated for the money expended.

We would much prefer to have the local secretary-treasurer take your orders than to have individual members sending in their orders for these emblems.



THERE IS nothing succeeds like success. In looking over the books of our International Union and in watching the progress slowly but surely made by our local unions, I am satisfied that it is the eternal vigilance of the men in charge of the unions that is responsible for the onward, slow, sure progress of our local unions. To the officers of our local unions I repeat



that you have within your hands the power of making a success of your union, or by your lack of attention or your inability, laziness or selfishness you have the power to destroy this institution given into your charge and keeping. The officers of local unions should see to it that the money is properly invested or deposited in banks of gilt-edged, unquestioned safety. Local secretary-treasurers should be bonded and a copy of the bond should be in the office of the International Union. The local trustees should see to it, under the direction of the president of the local union, that the secretary-treasurer is bonded properly and the bond renewed every year for sufficient amount to cover the amount of money under the individual charge of the secretary-treasurer. This is the law of the International. An honest secretary-treasurer, faithful in his work, desires such a proceeding should be carried out. Only dishonest men object to being bonded. Checks should be countersigned by the president of the local union and the president ought to know what the check is for and the bill approved before he countersigns the check. Harmony and clear understanding should prevail amongst the officers of our local unions and amongst all officials in districts where there is more than one local union. Jealousies and hatreds are but the expressions of small-minded men. There is glory enough in this movement for all of us. The dishonest, double-dealing, underhanded individual should be eliminated by legal proceedings under the laws of the local union.

Let us work together, all of us, this year, to make it a banner year for our International Union, so that when we enter the convention next year we will go in with the largest numerical and financial representation in the history of the International organization.



**S**LOWLY BUT SURELY the wheels of life are turning and at every turning there is an account rendered to every man as to the service he has given to life, either in his family, his organization, in the vocation he has adopted, or in the position which he holds day after day as he struggles along the pathway of existence. Every day in every way men should try to do better. Only those that are rendering that kind of faithful service which they should render can remain in the organization. Every week and every month and every year there are those who are thrown aside by the membership who do not give that unselfish service that they are required to give in the positions they hold. Every member of our union owes his first allegiance to the International organization; second, he owes faithful service and allegiance to the local union of which he is a member. The International organization is the parent, the creator of the local unions. Laws are made by the local unions assembled in conventions and are given to the International officers to carry out. If the International officers fail to carry out those laws they are negligent in their duty and should be removed or defeated for office. When a local officer takes the obligation he pledges obedience to the laws of the International Union and when he fails to remember that obligation he is guilty of treason to the International and the International has the right to remove him from office. The local union refusing to comply with the desires and requests of the International, given in accordance with the laws, should be disassociated immediately from the International organization and should not be permitted in affiliation. Of course unpleasant circumstances of this kind very seldom arise



and I only mention those facts for the purpose of advising our membership that the first law governing this International Union is faithfulness and loyalty to the International Union as embodied in the obligation that every member takes when becoming a member of our organization. It deeply grieves the International officers whenever it becomes necessary to suspend the charter of a local union for violation of the laws, for failure on the part of the officers to push forward and do something, for negligence on the part of the officers to comply with the Constitution. If the General Executive Board believes the local officers are neglectful or willful, or are running the union for their own selfish purposes, or failing to show the proper spirit towards the organization and those coming under their jurisdiction, or holding up or mistreating employers without due consideration, the Executive Board, under those conditions, is neglectful in their duty unless they suspend the charter, thereby eliminating that class of officers. It is not complying with the laws to have local union officers, in order to hold their charter, just send in their tax on seven or eight or ten members every month, or once every two or three months. Having a charter hang on the walls of the home for ten or twelve years with a membership of twenty-five or thirty when there is at least five hundred that could be organized, will not be permitted to continue. In small towns and cities where local unions with small memberships obtain, we have the highest regard for said local unions, but in big cities or medium sized cities there is no excuse for such conditions to continue indefinitely and it is usually due to the neglect or willfulness of the officers; so I warn you now, you unions composed of such a membership referred to above, you get busy or you will find yourselves unable to continue holding a charter, thereby using the name of the International Union and the American Federation of Labor for purposes which are not in line with the best policy and traditions of the International Union.



“OUR BATTLECRY” for the building up of our organization and the cleaning out of any wrongdoers within it, so that we may go into the next convention with as fine and as strong an organization of Labor as ever existed in this or any other country should be.

“What though brothers league against us,  
What though myriads be the foe,  
Victory will be more honored  
In the myriads’ overthrow.”



AS A RESULT of the lack of attendance at meetings, local union officers have fallen into the custom of collecting initiation fees on the streets and giving buttons to applicants or newly employed men so that they may go to work. This condition of permitting a man to work until the next meeting is all right, but allowing a man to be a member of the union without taking the obligation, without having his application read in the meeting and accepted by a majority vote is unconstitutional and wrong. No man is a member of this union until he has taken the obligation of the organization and this should only be administered at the regular or special meeting of the organization. We are getting more careless in many of the large cities as we grow stronger. We are violating the laws, and the lack of impres-



siveness, lack of complying with these all-important laws is creating a condition in which the average member is losing respect for the organization and only remains a member because of the fact that it is necessary for him to do so in order to continue to secure employment. Let me say to our local union officers and to our readers in general, if the custom that I have described here is prevailing in your local, you stop it immediately and get back to the strict observance of the laws by having all new members properly initiated in the meetings of your local union.



OF COURSE, there are days when we all feel discouraged. There are experiences in life which no human being can evade. If the sun did shine continually we would all be crying for the rain. It is the unpleasant things in life which makes us understand that life is worth living, as otherwise we would not experience the true measure of success, the happiness and joy of achievement which comes to all men who work in accordance with the laws of nature and of our present civilization.

No man can continuously go on having a streak of good luck and no discouragement. That would be unusual—abnormal. Every man must be big enough to accept as graciously as possible the unpleasantness and the inconvenience which go with the troubles and disappointments surrounding our existence. Only the coward or the weakling will forever whine and grumble with things as they are or when some slight difficulty arises, when sickness is experienced or some loss obtains. Show me the man who faces the music with his head lifted towards the rising sun in days of adversity and I will tell you he is a real man and one who can be depended on under all circumstances. I have no use for the fellow who runs around telling his troubles to the whole world. No one wants to meet such a man as nearly everyone has enough troubles of their own. Everyone welcomes and is happy to meet the fellow with the smile on his face, who has a word of encouragement for those with whom he comes in contact. This word of encouragement, this appeal to the better nature of men, if expressed when the individual is suffering from disappointment and sorrow, may be the means of causing that soul to again assume a smiling countenance and give to it that strength and confidence necessary to meet the crossroads of life. There used to be an old heading in the old copy books when I was at school, which read: "Let us not grieve at our lot, though low we be cast, for we know not what God may have in store for us."

This is the sentiment, the feeling, the thought which should permeate the mind of every man in this world today where opportunities and achievements obtain for those who have the nerve and the courage to fight and conquer adversity.

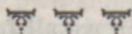


I DO NOT believe in being penurious or stingy with the funds of a local union, especially when helping a worthy cause, but I have often noticed in meetings and sometimes among local union officers, men who would vote to give away the entire treasury of the local without in any way considering the purpose or object, but would not themselves give fifty cents towards anything. In other words, some fellows will vote for anything, no matter what it is, so long as the money is to come out of the treasury of the local, who, if the hat were passed around to aid a starving woman and seven children, would not put more than a nickel in the hat.



Union leaders, both locally and nationally, who are handling the funds of the union, should realize that those funds should be properly managed and distributed only where they will bring some good in some way to the union of which they are members or to help another struggling organization or institution which needs assistance.

Organizations and institutions outside of our own International and its affiliated locals that are continuously seeking assistance and cannot stand on their own feet should be turned down by local unions of ours when repeated appeals for financial help are made.



BELOW I AM quoting the wages and conditions of the unorganized milk wagon drivers of Pittsburgh, as sent to me by Organizer Henry G. Burger, and I want you to compare them with the wages and conditions received by men in cities where they are organized. No wonder the National Dairy Company and other Wall Street institutions can go into Pittsburgh and other cities and purchase these plants at enormous prices when they can employ men under such slave conditions as described below:

Burger—"The milk men here work 365 days a year, ten to sixteen hours a day, pay for all shortage, work on a commission only and have between five and six hundred stops to make. They make their routes twice a day, once to deliver and once to collect. Their salary is about \$35.00 for seven days. They get docked \$3.50 per day if they are off, and, in addition, are fined for missing a Sunday or holiday.

One man who has been with the company for twenty-two years was injured while working and was off seven days. He had \$16.00 coming to him at the end of the week, but they figured he was off seven days at \$3.50 a day, which is \$24.50, so when he went back to work he owed the company \$8.50 for the time he was off and he had to work three days without pay in order to pay the company what he owed them before he was allowed to draw any salary for himself."



### ***Good Economic Conditions Can Defeat White Plague***

New York.—Good economic conditions is the most effective weapon to fight tuberculosis, said Dr. Shirley W. Wynne, health commissioner of New York City, in an address to industrial nurses.

"The greater part of the reduction in the number of these cases," he said, "comes solely from steadily improving economic conditions and only a small part from public health work. That may sound like a startling statement from a public health officer, but it is true."

Dr. Wynne said there has been a

considerable amount of "bunk" in public health work the past ten years.

"We have been placing too much emphasis," he said, "on the selling of the idea of public health and not enough on actually delivering the goods, on dispensing public health."  
—News Letter.

Without the union all labor would still be the victim of the long day, the insufficient wage and kindred injustices. Under the present organization of society, labor's only safeguard against a retrogression to former inhuman standards is the union.—Commission on Social Justice, Central Conference of American Rabbis.



---

I DO NOT believe in thoroughly hating and despising non-union men to the extent that it may injure your mental condition, but I do believe that men are doing absolutely wrong when they associate and make as much of a non-union driver and chauffeur as they do of regular union men. There is something lacking in the union man who makes the non-union man believe that he is a good fellow.



ONE-MAN RULE in any organization is dangerous—very dangerous—because there can be no such thing as an honest expression of opinion or an independent thought, when men are held down by one man who believe he is all-powerful and who sometimes resorts to tactics which are anything but honorable.

Each and every individual member of our local unions has the right, under our Constitution and laws, to express himself openly and freely on any subject. Every individual must also respect the rules governing our union and must not make charges or say anything against another member which he cannot prove, nor should he unjustly assail the reputation or character of another member of the union. Law and order, and doing business in a legal manner, should always prevail in the local and among the membership on the outside.



SOME PEOPLE have the habit of always getting into debt and seem never to be happy unless they are incurring debts. Anyone may get into a hole, once in a while, through sickness, unemployment or because of other reasons, but the above refers to men who are working all the time, earning a salary, yet seem always to be up against the shells.

In ninety-nine out of a hundred cases such a condition is due to the individual's own slackness—something abnormal about such a person. Living from the hand to mouth, spending all he earns, and perhaps more than he earns, is a false philosophy for any man to acquire, while keeping out of debt is a habit which should be practiced and maintained.

Loaning money to a friend is all right, but a friend should not impose on his friend by borrowing except when it is absolutely necessary. I believe in the old maxim, that one should not abuse the friendship of a friend in a matter of this kind. I do not believe, as do some people, that it is not any use having friends unless you can use them. There was never any advice on this subject more appropriate than that in Shakespeare's "Hamlet," which Hamlet's father gave to his son who was about to leave on a long journey, when he said:

"Be not a borrower nor a lender;  
For a loan doth oftentimes lose both itself and friend."





Official Magazine of the  
INTERNATIONAL BROTHERHOOD  
of TEAMSTERS, CHAUFFEURS  
STABLEMEN and HELPERS  
of America

Wear the Emblem of Our  
Organization

ADVERTISE THE BUTTON AND EMBLEM



The Above Cuts Represent the  
Button, Cuff Button and Watch Fob  
Sold by the General Office

THE PRICES ARE AS FOLLOWS:

Buttons . . .	\$ .25 apiece
Cuff Buttons .	1.00 a pair
Watch Charms	1.50 apiece



All orders should be sent through the Secretary of the Local Union to

THOMAS L. HUGHES, Secretary

222 EAST MICHIGAN STREET

INDIANAPOLIS, INDIANA